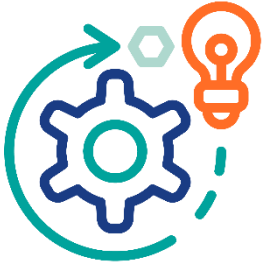


## OUR VISION IN ACTION: TRUST-BASED PHILANTHROPY

### KEY TAKEAWAYS



- Trust-based philanthropy should strive to repair the harms caused by extreme wealth inequity.
- Refrain from burdening grantees with excessive document requirements and instead focus on ensuring that grantees are funded and supported.
- Trust-based philanthropy should be grantee-centric, open, transparent, and trusting of those doing the work on the ground.
- Place implicit trust in community expertise to create solutions that address critical social justice challenges and forms of oppression.
- It is more important to be a compassionate thought partner versus a thought leader when practicing trust-based philanthropy.

### TRUST-BASED PHILANTHROPY OVERVIEW



**THE SPECIAL SAUCE AND UNIQUENESS OF GROVE IS ITS LEADERSHIP. THE FACT THAT AS AN ORGANIZER AND COMMUNITY LEADER - YOU CAN CONNECT EASILY WITH GROVE LEADERSHIP AND BE ABLE TO EXPLAIN THE REALITY OF WHAT IS HAPPENING ON THE GROUND AND HOW TO PIVOT TO KEEP BUILDING COMMUNITY POWER.**

The Grove Foundation's trust-based philanthropy model was ignited by our racial equity lens and core belief that the people most impacted by oppression and injustice – those living at the intersection of racism, sexism, transphobia, disability, xenophobia, and classism, to name a few – should be resourced so that they can design, implement, and sustain solutions.

We believe that true, trust-based collaboration is essential among nonprofits and funders. We also believe that philanthropy should strive to repair the harms caused by extreme wealth inequity and change systems to prevent future concentration of wealth upon which philanthropy is built.

With that, our organizations, the c3 Grove Foundation and c4 Grove Action Fund are focused on supporting grassroots groups and leaders, and key progressive regional and national organizations to advance work in civic engagement, immigration, reproductive rights, and justice, and safety net. Its mission is to leverage its funding to support people and organizations that are purposefully working in their communities to provide resources, respect, and a sense of belonging, and the opportunity for everyone to live and contribute fully in their community.



## CATALYST FOR CHANGE

Grove is practicing equity in philanthropy and funding by placing implicit trust in community expertise to create solutions that address critical social justice challenges and forms of oppression. Shifting power to the people and organizations at the frontlines of critical social justice movements is Grove's driving force and inspiration. We practice generative collaboration that centers the expertise of grantees to catalyze change in their communities.

Grantee-centric, open, transparent, and trusting, we refrain from burdening grantees with excessive document requirements. Instead, the foundation is focused on ensuring grantees are funded and supported to do what they do best as experts in the needs of their communities.

## IMPACT OF TRUST

We understand that "change" cannot be achieved when anchored to a specific period or restrictive funds. As a trust-based funder, we are committed to flexible and consistent funding for grantees to make the greatest impact by minimizing red tape and providing tailored support. As a foundation, we are investing in emerging leaders and movements by uplifting local, state, regional and national expertise to create long-lasting change by addressing social justice challenges.

**A 2021 Grantee Perception Report prepared by the Center for Effective Philanthropy (CEP) found that:**

- ✓ Grantee ratings were particularly strong for the extent to which Grove exhibits trust in grantees' staff throughout the grant, placing Grove in the top 5 percent of CEP's dataset.
- ✓ Grantees provided higher than typical ratings for many aspects of their relationships: responsiveness, respectful interactions, compassion, and approachability.
- ✓ Grantees praised the "thoughtful" Grove staff and noted that the relationship "feels like a partnership" and felt they can "share openly and also ask for honest feedback, and not strictly within the context of a grant received..."
- ✓ Ratings for the extent to which Grove is open to grantee ideas increased, with 2021 findings significantly higher than in 2015 and near the top of the dataset.



THE RELATIONSHIP THAT WE HAVE WITH OUR GROVE POINT OF CONTACT IS EXCEPTIONAL. THEY ARE EXTREMELY WELL-INFORMED IN OUR AREA OF WORK AND GENEROUS WITH THEIR TIME. THEY FEEL MORE LIKE A THOUGHT PARTNER THAN SOMEONE WHO IS SCRUTINIZING US. BUT WE ARE DRIVEN TO MAKE THEM PROUD TO CHAMPION OUR WORK!